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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

July 27, 1987

SPECIAL

U/CONGRESSIONAL AFFAIRS

87-3282
87-3283

LEGISLATIVE REFERRAL MEMORANDUM

TO: Legislative Liaison Officer -
Department of Agriculture-Brian Stangeland-447-7095
Department of Commerce-Michael Levitt-377-3151
Department of Defense-Sam Brick-697-1305
Department of Education-Jack Kristy-732-2670
Department of Energy-Bob Rabben-586-6718
Department of Health and Human Services-F White-245-7760
Department of Housing and Urban Development-E. Murphy-
755-7093
Department of the Interior-Philip Kiko-343-6706
Department of Justice-John Bolton-633-2141
Department of Labor-Seth Zinman-523-8201
Department of State-Lee Ann Howdershell-647-4463
Department of Transportation-Tom Herlihy-366-9293
Department of the Treasury-Rick Carro-566-8523
Council of Economic Advisers
Agency for International Development
Central Intelligence Agency
Environmental Protection Agency
General Services Administration
National Aeronautics and Space Administration-J. Murphy-
453-1948
Office of Personnel Management-Jim Woodruff-632-5524
Small Business Administration-Clifford Downen-653-7581
U.S. Information Agency
Veterans Administration-Donald Ivers-233-3832
U.S. Postal Service-Fred Eggleston-268-2958
Postal Rate Commission

LEG

SUBJECT: OPM testimony on H.R. 2487, "Federal Employees Leave Act of 1987."

The Office of Management and Budget requests the views of your agency on the above subject before advising on its relationship to the program of the President, in accordance with OMB Circular A-19.

A response to this request for your views is needed no later than Thursday, July 30, 1987. Hearing is August 4, 1987.

Questions should be referred to Hilda Schreiber (395-7362), the legislative analyst in this office.

Naomi R. Sweeney
Naomi R. Sweeney for
Assistant Director for
Legislative Reference

Enclosures

*Action Completed -
OCA 8/4/87
3 Aug*

**STATEMENT OF
HONORABLE JAMES E. COLVARD, DEPUTY DIRECTOR
OFFICE OF PERSONNEL MANAGEMENT**

**at a hearing of the
SUBCOMMITTEE ON COMPENSATION AND EMPLOYEE BENEFITS
COMMITTEE ON POST OFFICE AND CIVIL SERVICE
U.S. HOUSE OF REPRESENTATIVES**

on

H.R. 2487

THE FEDERAL EMPLOYEES LEAVE ACT OF 1987

AUGUST 4, 1987

MR. CHAIRMAN AND MEMBERS OF THE SUBCOMMITTEE:

**THANK YOU FOR INVITING ME TO APPEAR THIS AFTERNOON TO PRESENT
THE VIEWS OF THE OFFICE OF PERSONNEL MANAGEMENT ON H.R. 2487,
THE "FEDERAL EMPLOYEES LEAVE ACT OF 1987."**

**H.R. 2487 WOULD REQUIRE OPM TO ESTABLISH A 5-YEAR EXPERIMEN-
TAL PROGRAM UNDER WHICH EMPLOYEES COULD VOLUNTARILY TRANSFER
ANNUAL LEAVE TO OTHER EMPLOYEES WHO NEED LEAVE BECAUSE OF A
MEDICAL OR FAMILY EMERGENCY OR OTHER HARDSHIP SITUATION
REQUIRING THE EMPLOYEE'S ABSENCE FROM DUTY.**

**THE OFFICE OF PERSONNEL MANAGEMENT STRONGLY SUPPORTS THE
PURPOSE OF THIS BILL, ALTHOUGH WE WOULD LIKE TO SEE SOME
MODIFICATIONS IN CERTAIN PROVISIONS.**

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AS THE COMMITTEE IS WELL AWARE, OPM IS NOW CONDUCTING A LEAVE TRANSFER EXPERIMENT, UNDER THE AUTHORITY OF LAST FALL'S CONTINUING RESOLUTION. THE LAW LIMITS THIS EXPERIMENT TO THREE INDIVIDUALS, SO MUCH OF OUR START-UP WORK HAS HAD TO CONCENTRATE ON THE SELECTION OF THE THREE CASES. WE KNEW THIS WOULD BE DIFFICULT, BUT WE REALLY HAD NOT EXPECTED IT TO BE QUITE AS DIFFICULT AS IT TURNED OUT TO BE.

ALTHOUGH THERE WAS NOT A LOT OF PUBLICITY, WE RECEIVED 242 APPLICATIONS, FROM 32 DIFFERENT AGENCIES. IN ALMOST EVERY CASE, THE PERSONAL HARDSHIP WAS VERY REAL, AND AGENCY MANAGEMENT AND THE INDIVIDUAL'S FELLOW EMPLOYEES SHARED AN EAGERNESS TO HELP. WE HAD ANTICIPATED AGENCY CONCERNS OVER THE ADMINISTRATIVE PROBLEMS OF TRANSFERRING LEAVE, BUT INSTEAD WE FOUND MANAGERS GENERALLY WERE EAGER TO TAKE ON WHATEVER PAPERWORK BURDEN WAS INVOLVED IN ORDER TO HELP OUT THE EMPLOYEE. FELLOW EMPLOYEES WERE OVERWHELMINGLY READY TO SACRIFICE SOME OF THEIR OWN LEAVE TO PROVIDE INCOME FOR A NEEDY CO-WORKER DURING A TIME OF PERSONAL EMERGENCY. WHILE WE CERTAINLY EXPECTED TO BE ABLE TO FIND THREE WORTHY CASES, ALMOST EVERY CASE THAT CAME IN WAS WORTHY. AGENCY MANAGERS AND EMPLOYEES ALIKE SHOWED GREAT ENTHUSIASM FOR THE PROGRAM.

THEREFORE, EVEN THOUGH WE HAVE NOT COMPLETED THE CURRENT EXPERIMENT, WE BELIEVE THAT WE MUST SUPPORT BROADENING THIS PROGRAM TO APPLY WHEREVER IT IS NEEDED. SINCE H.R. 2487 PERMITS THE TRANSFER OF ANNUAL LEAVE ONLY, AND NOT SICK

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LEAVE, IT IS OBVIOUS THAT ANY COSTS WOULD BE MINIMAL ADMINISTRATIVE COSTS, AND THAT AGENCIES ARE PREPARED TO ABSORB THESE COSTS. AND IT IS ALSO OBVIOUS THAT THIS PROGRAM OFFERS AN UNUSUAL OPPORTUNITY FOR MANAGEMENT AND EMPLOYEES TO SHARE IN DOING SOMETHING, IN AN IMMEDIATE AND PERSONAL WAY, THAT WILL HELP NEEDY CO-WORKERS AND THEIR FAMILIES.

HOWEVER, WE MUST ALSO RECOGNIZE THAT THIS IS A VERY NEW AND UNTRIED CONCEPT, AND WE ARE NOT SURE WHAT ADMINISTRATIVE PROBLEMS MAY ARISE IN ITS ACTUAL OPERATION. FOR THAT REASON, WE ARE PLEASED THAT H.R. 2487 ESTABLISHES THIS PROGRAM AS A FIVE-YEAR EXPERIMENT. IN KEEPING WITH THIS EXPERIMENTAL NATURE OF THE PROGRAM, WE BELIEVE MORE FLEXIBILITY SHOULD BE PERMITTED IN CERTAIN ASPECTS OF THE PROGRAM:

- THE REQUIREMENT THAT A LEAVE RECIPIENT HAVE EXHAUSTED NOT ONLY SICK AND ANNUAL LEAVE TO HIS CREDIT BUT ALSO "OTHERWISE AVAILABLE" LEAVE--PRESUMABLY ADVANCED LEAVE --MAY BE UNNECESSARILY RESTRICTIVE, PARTICULARLY IN VIEW OF WIDE AGENCY VARIATIONS IN POLICIES ON ADVANCEMENT OF LEAVE.
- THE REQUIREMENT THAT LEAVE BE TRANSFERRED BETWEEN AGENCIES MAY PRESENT SERIOUS ADMINISTRATIVE DIFFICULTIES, AND, JUDGING FROM WHAT WE'VE SEEN SO FAR IN OUR LIMITED EXPERIMENT, WOULD BE UNNECESSARY IN MOST

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CASES, SINCE EVEN RELATIVELY SMALL OFFICES HAVE PRODUCED OFFERS OF MORE THAN ENOUGH DONATED LEAVE. WE WOULD SUGGEST THAT OPM BE GIVEN AUTHORITY TO PERMIT INTERAGENCY LEAVE TRANSFERS, BUT THAT THEY NOT BE REQUIRED.

- THE PROVISIONS OF THE BILL ON LEAVE RESTORATION PRESENT THE MOST SERIOUS ADMINISTRATIVE QUESTIONS, IN THE SAME WAY THEY DO IN OUR CURRENT EXPERIMENT. LEAVE IS NORMALLY EARNED AND USED IN ONE-HOUR SEGMENTS, AND IT IS UNCLEAR TO US WHETHER THE BILL WOULD ADHERE TO THIS PRINCIPLE OR WOULD REQUIRE RESTORATION OF SMALL FRACTIONS OF AN HOUR. INTERAGENCY RESTORATIONS WOULD BE VERY DIFFICULT, AS WOULD RESTORATIONS TO EMPLOYEES WHO HAVE SEPARATED OR RETIRED. WE SUGGEST THE BILL BE REVISED TO GIVE OPM AUTHORITY TO PROVIDE FOR RESTORATION OF UNUSED DONATED LEAVE, TO THE EXTENT ADMINISTRATIVELY FEASIBLE, RATHER THAN TO REQUIRE RESTORATION.

WE BELIEVE THAT IT WOULD BE INAPPROPRIATE TO INCLUDE THE POSTAL SERVICE IN THE OPM-ADMINISTERED LEAVE TRANSFER PROGRAM, SINCE THE POSTAL SERVICE LEAVE SYSTEM IS NOT SUBJECT TO TITLE 5 OR TO OPM'S LEAVE REGULATIONS IN GENERAL. WE WOULD DEFER TO THE POSTAL SERVICE AS TO WHETHER THEY SHOULD HAVE THEIR OWN LEAVE TRANSFER PROGRAM.

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FINALLY, THE BILL WOULD AUTHORIZE A FIVE-YEAR PROGRAM OF EXPERIMENTS WITH THE CONCEPT OF PROVIDING ADDITIONAL ANNUAL LEAVE TO EMPLOYEES AS A MEANS OF RECOGNIZING OUTSTANDING PERFORMANCE OR OTHER ACCOMPLISHMENTS. OPM'S EXISTING DEMONSTRATION PROJECT AUTHORITY UNDER CHAPTER 47 OF TITLE 5, UNITED STATES CODE, DOES NOT PERMIT EXPERIMENTS IN THIS AREA, AND WE BELIEVE THIS IS AN ATTRACTIVE CONCEPT WORTH TRYING. HOWEVER, IN ORDER TO ENSURE A DIVERSITY OF WELL-PLANNED EXPERIMENTS, WE BELIEVE THE LANGUAGE IN THE BILL SHOULD BE REVISED TO PROVIDE FOR OPM PARTICIPATION IN THE PLANNING AND APPROVAL FOR EACH EXPERIMENT, SIMILAR TO THE CHAPTER 47 AUTHORITY.

WITH THESE MINOR CHANGES IN H.R. 2487, WE WOULD ENTHUSIASTICALLY SUPPORT THE BILL.

THANK YOU. I WOULD BE HAPPY TO ANSWER ANY QUESTIONS.

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Legislation Division/OCA
7B14 HQ

EXTENSION

NO.

DATE 31 July 1987

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.
OP/PA&E

2.

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15.

Attached is a copy of testimony to be presented by OPM on H.R.2487, the Federal Employees Leave Act of 1987, on 4 August 1987. Please let me know if we have any problems with the testimony. I have also attached a copy of the bill and a copy of OGC's comments on the bill.

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100TH CONGRESS
1ST SESSION

H. R. 2487

STAT

To amend title 5, United States Code, to provide for the establishment of a voluntary leave transfer program for Federal employees, and for other purposes

IN THE HOUSE OF REPRESENTATIVES

MAY 20, 1987

Mr. WOLF (for himself, Mr. ACKERMAN, Mr. BATEMAN, Mr. AKAKA, Mrs. BENTLEY, Mr. DICKS, Mr. DYMALLY, Mr. DYSON, Mr. GILMAN, Mr. GRADISON, Mr. HALL of Ohio, Mr. HORTON, Mr. HOYER, Mr. LEHMAN of Florida, Mr. McMILLEN of Maryland, Mr. McEWEN, Mrs. MORELLA, Mr. MYERS of Indiana, Ms. OAKAR, Mr. PARRIS, Mrs. SCHROEDER, Mr. SMITH of New Jersey, Mr. TAYLOR, and Mr. YOUNG of Alaska) introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To amend title 5, United States Code, to provide for the establishment of a voluntary leave transfer program for Federal employees, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the "Federal Employees
5 Leave Act of 1987".

1 **SEC. 2. VOLUNTARY LEAVE TRANSFER PROGRAM.**

2 (a) **IN GENERAL.**—(1) Chapter 63 of title 5, United
3 States Code, is amended by adding at the end the following:

4 **“Subchapter III—Voluntary Leave Transfer**
5 **Program**

6 **“§ 6331. Definitions**

7 “For the purpose of this subchapter—

8 “(1) the term ‘employee’ means an employee as
9 defined by section 6301(2);

10 “(2) the term ‘personal emergency’ means a medi-
11 cal or family emergency or other hardship situation
12 that is likely to require an employee’s absence from
13 duty and to result in a loss of income to the employee
14 because of the unavailability of paid leave;

15 “(3) the term ‘leave recipient’ means an employee
16 whose application under section 6333 to receive dona-
17 tions of leave is approved;

18 “(4) the term ‘leave donor’ means an employee
19 whose application under section 6334 to make dona-
20 tions of leave is approved; and

21 “(5) the term ‘transferred leave’ means annual
22 leave transferred under this subchapter.

23 **“§ 6332. General authority**

24 “Notwithstanding any provision of subchapter III, and
25 subject to the provisions of this subchapter, the Office of Per-
26 sonnel Management shall establish a program under which

1 annual leave accrued or accumulated by an employee may be
2 transferred to the annual leave account of any other em-
3 ployee if such other employee requires additional leave be-
4 cause of a personal emergency.

5 **"§ 6333. Receipt and use of transferred leave**

6 “(a) An application to receive donations of leave under
7 this subchapter, whether submitted by or on behalf of an
8 employee—

9 “(1) shall be submitted to the employing agency
10 of the proposed leave recipient; and

11 “(2) shall include—

12 “(A) the name, position title, and grade or
13 pay level of the proposed leave recipient;

14 “(B) a brief description of the nature, severi-
15 ty, and anticipated duration of the personal emer-
16 gency involved; and

17 “(C) any other information which the em-
18 ploying agency may reasonably require.

19 “(b) A leave recipient may use annual leave transferred
20 to the leave recipient's annual leave account under this sub-
21 chapter in the same manner and for the same purposes as if
22 such leave recipient had accrued that leave under section
23 6303, except that—

24 “(1) any annual leave and (if appropriate) any sick
25 leave accrued, accumulated, or otherwise available to

1 the leave recipient shall be used before any transferred
2 leave may be used; and

3 "(2) unless the personal emergency involves a
4 medical condition affecting the leave recipient, the em-
5 ploying agency may consider the likely impact on
6 morale and efficiency within the agency in considering
7 a leave recipient's request to use transferred leave.

8 "(c) Transferred leave—

9 "(1) may accumulate without regard to the limita-
10 tion imposed by section 6304(a); and

11 "(2) may be substituted retroactively for periods
12 of leave without pay or used to liquidate an indebted-
13 ness for advanced annual leave granted on or after a
14 date fixed by the employee's employing agency as the
15 beginning of the personal emergency involved.

16 "(d) Transferred leave remaining to the credit of a
17 leave recipient when the leave recipient's employment
18 terminates—

19 "(1) may not be transferred to another agency,
20 except with the consent of such other agency;

21 "(2) may not be included in a lump-sum payment
22 under section 5551 or 5552; and

23 "(3) shall not be available for recredit under sec-
24 tion 6306 upon reemployment.

1 **"§ 6334. Donations of annual leave**

2 “(a) An employee may, by written application to such
3 employee's employing agency, request that a specified
4 number of hours be transferred from such employee's annual
5 leave account to the annual leave account of a leave
6 recipient.

7 “(b) Upon approving an application under subsection (a),
8 the employing agency of the leave donor may transfer all or
9 any part of the number of hours requested for transfer, except
10 that the number of hours so transferred may not exceed—

11 “(1) the number of hours remaining in the leave
12 year (as of the time of the transfer) for which the leave
13 donor is scheduled to work and receive pay; or

14 “(2) one-half of the maximum number of hours of
15 annual leave accruable by the leave donor during the
16 leave year, except with the written approval of the
17 leave donor's employing agency.

18 “(c) Regulations prescribed by the Office of Personnel
19 Management under section 6341 shall include—

20 “(1) procedures to carry out this subchapter when
21 the leave donor and the leave recipient are employed
22 by different agencies; and

23 “(2) provisions under which appropriate ad-
24 justments shall be made when the leave donor and the
25 leave recipient are under different leave systems.

1 **"§ 6335. Termination of personal emergency**

2 “(a) The personal emergency affecting a leave recipient
3 shall, for purposes of this subchapter, be considered to have
4 terminated as of the date on which—

5 “(1) the leave recipient's employing agency deter-
6 mines that the personal emergency no longer exists; or

7 “(2) the leave recipient's employment by the em-
8 ploying agency terminates.

9 “(b) A leave recipient's employing agency shall continu-
10 ously monitor the status of the personal emergency affecting
11 the leave recipient and, consistent with guidelines prescribed
12 by the Office of Personnel Management, shall establish proce-
13 dures to ensure that a leave recipient is not permitted to use
14 or receive transferred leave after the personal emergency
15 ceases to exist.

16 **"§ 6336. Restoration of transferred leave**

17 “(a) The Office of Personnel Management shall establish
18 procedures under which any transferred leave remaining to
19 the credit of a leave recipient when the personal emergency
20 affecting the leave recipient terminates shall be restored on a
21 prorated basis by transfer to the annual leave accounts of the
22 respective leave donors.

23 “(b) Transferred leave restored to a leave donor under
24 subsection (a) before the beginning of the third biweekly pay
25 period before the end of a leave year shall be subject to the
26 limitation imposed by section 6304(a).

1 “(c) Transferred leave restored to a leave donor under
2 subsection (a) after the beginning of the third biweekly pay
3 period before the end of a leave year shall not be subject to
4 the limitation imposed by section 6304(a) until the end of the
5 leave year following the leave year in which the transferred
6 leave is restored.

7 “(d) The Office shall prescribe regulations under which
8 this section shall be applied in the case of an employee who is
9 paid other than on the basis of biweekly pay periods.

10 “(e) Restorations of leave under this section shall be
11 carried out in a manner consistent with regulations under
12 section 6334(c), if applicable.

13 **“§ 6337. Prohibition of coercion**

14 “(a) An employee may not directly or indirectly intimi-
15 date, threaten, or coerce, or attempt to intimidate, threaten,
16 or coerce, any other employee for the purpose of interfering
17 with any right which such employee may have with respect
18 to donating, receiving, or using annual leave under this sub-
19 chapter.

20 “(b) For the purpose of subsection (a), the term ‘intimi-
21 date, threaten, or coerce’ includes promising to confer or con-
22 ferring any benefit (such as an appointment or promotion or
23 compensation), or effecting or threatening to effect any re-
24 prisal (such as deprivation of appointment, promotion, or
25 compensation).

1 **"§ 6338. Inclusion of postal employees**

2 "An individual employed by the United States Postal
3 Service or the Postal Rate Commission shall be eligible to
4 participate under this subchapter to the same extent and sub-
5 ject to the same conditions as in the case of an employee
6 under section 6331(1).

7 **"§ 6339. Negotiated contracts; exclusion authority**

8 "(a) Employees within a unit with respect to which an
9 organization of Government employees has been accorded
10 exclusive recognition shall not be included under this sub-
11 chapter except to the extent expressly provided under a writ-
12 ten agreement between the agency and such organization.

13 "(b)(1) Upon written request by the head of an agency,
14 the Office of Personnel Management may exclude that
15 agency from this subchapter if the Office determines that in-
16 clusion under this subchapter is causing substantial disruption
17 to agency functions.

18 "(2) Section 2(b)(2) of the Federal Employees Leave
19 Act of 1987 shall apply with respect to any transferred leave
20 remaining to the credit of an employee whose personal emer-
21 gency has not terminated before that employee's employing
22 agency is excluded pursuant to this subsection.

23 **"§ 6340. Reporting requirements**

24 "The Office of Personnel Management may require
25 agencies to maintain records and provide pertinent informa-

tion to the Office for purposes of any report which the Office
may be required to prepare with respect to this subchapter.

“§ 6341. Regulations

“The Office of Personnel Management may prescribe
regulations necessary for the administration of this sub-
chapter.”.

(2) The analysis for chapter 63 of title 5, United States
Code, is amended by adding at the end the following:

“SUBCHAPTER III—VOLUNTARY LEAVE TRANSFER PROGRAM

“Sec.

“6331. Definitions.

“6332. General authority.

“6333. Receipt and use of transferred leave.

“6334. Donations of annual leave.

“6335. Termination of personal emergency.

“6336. Restoration of transferred leave.

“6337. Prohibition of coercion.

“6338. Inclusion of postal employees.

“6339. Negotiated contracts: exclusion authority.

“6340. Reporting requirements.

“6341. Regulations.”.

(b) COMMENCEMENT AND TERMINATION OF PRO-
GRAM: AUTHORITY TO USE RESIDUAL LEAVE REMAINING
AFTER PROGRAM TERMINATES.—(1) The voluntary leave
transfer program shall be implemented beginning not later
than 4 months after the date of the enactment of this Act and
shall terminate 5 years after its commencement date.

(2) If the voluntary leave transfer program terminates
before the termination of the personal emergency affecting a
leave recipient, any annual leave transferred to the annual
leave account of the leave recipient before the termination of
the program shall remain available for use (including by res-

1 toration to leave donors, if applicable) as if the program had
2 remained in effect.

3 (c) REPORT.—The Office of Personnel Management
4 shall submit a written report to the President and the Con-
5 gress with respect to the operation of the voluntary leave
6 transfer program not later than 6 months before the date on
7 which the program is scheduled to be terminated.

8 SEC. 3. EXPERIMENTAL PROGRAMS INVOLVING ADDITIONAL
9 LEAVE AS A MEANS OF RECOGNIZING OUT-
10 STANDING PERFORMANCE BY FEDERAL EM-
11 PLOYEES.

12 (a) GENERAL GUIDELINES.—As soon as practicable
13 after the date of the enactment of this Act, the Office of
14 Personnel Management shall by regulation establish general
15 guidelines in accordance with which agencies shall be permit-
16 ted to conduct experimental programs to determine the desir-
17 ability and feasibility of providing additional leave under sub-
18 chapter I of chapter 63 of title 5, United States Code, as a
19 means of recognizing outstanding performance or other
20 achievements by Federal employees.

21 (b) SPECIFIC CONDITIONS.—(1) An experimental pro-
22 gram—

23 (A) may be designed in such a way so that the
24 additional leave could be used in lieu of, in addition to,
25 or otherwise in conjunction with, any monetary award

1 or other form of recognition otherwise available under
2 existing provisions of law; but

3 (B) may not be implemented in the case of any
4 particular employee except with the consent of the em-
5 ployee involved.

6 (2) Employees within a unit with respect to which an
7 organization of Government employees has been accorded
8 exclusive recognition may not be included in an experimental
9 program except to the extent expressly provided under a
10 written agreement between the agency and such organi-
11 zation.

12 (c) TECHNICAL ASSISTANCE.—The Office shall, upon
13 request of an agency, provide technical assistance relating to
14 the design or implementation of an experimental program
15 under this section.

16 (d) INFORMATION TO OPM.—The Office may require
17 agencies to maintain such records and to provide such infor-
18 mation as the Office may require in order to prepare its
19 report under subsection (e)(2).

20 (e) TERMINATION; REPORT; REMAINING LEAVE.—(1)
21 All experimental programs under this section shall terminate
22 not later than 5 years after the date of the enactment of this
23 Act.

24 (2) Not later than 6 months after the termination of the
25 experimental programs, the Office shall submit to the Presi-

12

1 dent and the Congress a report containing the Office's find-
2 ings and conclusions with respect to each such program. In-
3 cluded as part of such report shall be recommendations for
4 any administrative action or legislation which the Office con-
5 siders appropriate.

6 (3) Any additional leave standing to the credit of an
7 employee upon the termination of the experimental program
8 under which such leave was granted shall remain available
9 for use by such employee as if the program had remained in
10 effect.

○